WHAT **IRRITATES** THE COLORS AT WORK

ORANGE:

- Being told HOW to work
- Having to follow SOP rules and regulations
- Theories, routine work, concepts, goal statements and philosophy make them crazy
  (Hints: Make the project feel like a crisis, have fun, tight project dates)

GOLD:

- NOT having SOP rules, procedures, or a model to work from
- Someone not meeting a deadline
- Being surprised
  (Hints: Involve Gold by getting them involved in the details of a project, documenting procedures)

GREEN:

- Being asked to do something illogical
- Going by the rules, tradition, or biases that seem silly
- Submitting to an authority when the Green doubts his/her competence
  (Hints: Engage Green by having them design the process, demonstrate the value of the goal)

BLUE:

- Being treated as a role, rather than a unique individual
- Having a role that separates them from people as individuals
- Not having their feelings and other's feelings honored
  (Hints: Encourage Blue to express their feelings & to lead teams during training or meetings at which participants need to share)